

Short intervention on Albanian perspective

11 September 2013

Panel II. Recruitment, labour migration and labour matching

Migration issues are sensitive issues for our country as well as for other countries that are affected by this phenomenon as sending or receiving countries. This due to the complex nature of migration, the large number of people that affects, different categories of migrants, the large driving force which in many cases is the desire for a better life, but also due to different migration policies of the countries involved as origin and host countries. Also there are different requirements of the labor markets of these countries and difficulties of the labor force of one country to have access to the labor market of the other because of lacking qualifications. The above makes the management of labor migration, with its elements and instruments as labor migration policies, legislation, bilateral employment agreements and vocational training agreements, states and private employment structures and achieving successfully the match supply - demand, a challenge for the countries involved in the migratory movements as sending or the receiving country.

Our policies have aimed to ensure that our citizens have the possibility for regular labor mobility in countries where they want to work, given that the countries they emigrate to respect the freedoms and rights of migrant workers. Closely related to this, we see the development of circular migration, in order for the Albanian citizens to have the opportunity to work in host countries by contributing to them, but also with the knowledge they acquire to contribute to their country upon return.

Possibilities for mobility, given that not all countries have a policy of open labor immigration often require the signing of bilateral employment agreements that create facilities for the access to the labor market of receiving countries.

Albanian citizens have the possibility to enter and stay for a short term in the EU countries in the framework of the visa liberalization, but not the possibility to work in these countries. Some EU countries have more restricted immigration policies than others, or create access to their labor market only in certain very limited categories of occupations and qualifications such as highly skilled workers. In this case the possibility of an origin country is that through bilateral cooperation to create more space and access to employment for its citizens in these countries.

Recently our country has been implementing in terms of labor migration recently the bilateral employment agreement with Italy and with Germany.

During the implementation of these agreements was reached the establishment of a good recruitment scheme of the Albanian labor force for employment in Italy and Germany, from the moment of arrival of the manpower requirements of the receiving party, the publication of the requirements, the registration, the selection, interviewing and training according the required professional standards. This was made possible thanks to a very close cooperation with the

authorities of the host countries. Also a great relief in this process gave international organizations such as IOM and GIZ (German Society for International Cooperation).

However, during the implementation of the agreements emerged challenges that suggested the need to take measures in other directions. Elements that created difficulties during this process were the economic crisis and employment situation in the Italian labor market (2012-2013), the difficulty for an employer to hire a foreign national candidate whom he doesn't know personally, long procedures of the host country for issuing work permits, lack of basic knowledge of the German language by the Albanian Labor Force, although with good qualifications in the nursing profession (MoU case with Germany).

This situation recommended the need for better marketing of the Albanian workforce near the employers of the receiving country, a more active involvement of local structures of host and origin countries for the promotion of foreign labor in sectors where the employers of the receiving country have needs, cooperation with the authorities of the host countries for the accelerated procedure of issuing work permits, inclusion of private actors such as private employment agencies of the origin country as private actors operating on mediation in employment, as well as more information on programs for employment for the citizens interested to benefit from such programs in order for them to acquire the linguistic knowledge necessary.

In any case, there is not only one actor that interacts but are several actors interacting such as employment structures of origin and host country in central and local level, employers' representatives, international organizations working in the field of migration as IOM and GIZ and the private employment agencies.

Also, migration cannot stand out of the economic context of origin and host countries, rather it is this context that drives it. For this reason as efficient it is a recruitment scheme as long as the host country is in a situation unfavorable employment of foreign nationals, I think it brings the need for a sending country that in addition to the aforementioned elements, to create more flexible labor migration policies (viewing towards new markets and building new bridges of cooperation). In parallel with this, sending countries need to advance national development policies, within which labor migration policies and migrants should be seen as an important part of them (with their contribution in remittances, human capital ... etc.).

Thank you.